



ROBERT BENTLEY
GOVERNOR

STATE OF ALABAMA
DEPARTMENT OF MENTAL HEALTH

Bryce Hospital
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JIM REDDOCH, JD
COMMISSIONER

SHELIA PENN, BSN, MPH
FACILITY DIRECTOR

**ANNOUNCEMENT OF INTENT TO FILL A NON-MERIT SYSTEM POSITION
AN EQUAL OPPORTUNITY EMPLOYER**

JOB TITLE: Registered Nurse III
(Nursing Supervisor)

NUMBER: 13-35

JOB CODE: N4500

DATE: September 6, 2013

JOB LOCATION: Bryce Hospital
Tuscaloosa, Alabama

POSITION NO: 8801011

SALARY RANGE: 78 (\$55,327.20 - \$72,686.40 Annually)

QUALIFICATIONS: Graduation from an accredited school of nursing and four (4) years experience as a Registered Nurse, including two (2) years experience in a supervisory capacity, or graduation from an accredited four-year college or university with a bachelor's degree in nursing and three (3) years experience as a Registered Nurse, including two (2) years experience in a supervisory capacity; or graduation from an accredited four-year college or university with a master's degree in nursing, including one (1) year experience in a supervisory capacity.

SPECIAL REQUIREMENTS: Possession of a current Alabama Board of Nursing license.

KIND OF WORK: This is a professional and supervisory nursing position in a state mental health facility specializing in the care and treatment of adults and elderly mentally ill patients. A person in this position assures that nursing staff provides quality care and treatment that encourages optimal health and wellness and affords dignity and respect to the patients. The other duties and responsibilities of this position include the following: Directs, assists, and monitors nursing personnel on assigned shifts; Participates in developing nursing staff so that competencies are maintained, and provides education on the unit level as needed per unit/department/hospital policy and procedures; Monitors and schedules the utilization of available resources so that adequate staff is available to provide quality patient care without increased overtime; Participates in hospital and Nursing Service Department meetings, in-services, and on committees; Maintains effective communication, both verbally and in writing; Develops/implements quality improvement monitoring; Provides supervision, guidance and appropriate delegation to unit nursing personnel; Monitors nursing personnel responsibilities and results so that accurate appraisals are made and discipline, if applicable, is administered; Ensures that department is in compliance with The Joint Commission, CMS, and hospital standards at all times; and Assumes other related duties as directed.

REQUIRED KNOWLEDGES, SKILLS, and ABILITIES: Ability to communicate effectively both verbally and in writing; Knowledge, skills and ability to recognize medical and psychiatric emergencies; Ability to deal with many types of people; Ability to provide patient care utilizing nursing process, standards of care and nursing plan of care; Ability to supervise to include the ability to delegate, instruct, discipline, commend, and interview as needed; Ability to make decisions as needed, evaluate effectiveness of treatment/training program and establish priorities; Ability to operate medical equipment; Ability to provide education to patients; Knowledge of federal and state agency standards related to health care organizations; and ability to combine information from various sources.

METHOD OF SELECTION: Applicants will be rated on the basis of an evaluation of their job related training, abilities, experience, and education, and should provide adequate work history identifying experiences related to the duties and minimum qualifications as mentioned above. All relevant information is subject to verification. Drug screening is required. Security clearances will be conducted on prospective applicants being given serious consideration for employment whose job requires direct contact with patients.

HOW TO APPLY: Use an "Application For Professional Employment" (Exempt Classification) which may be obtained from the website below or at Bryce Hospital, Human Resources Department. Applications should be returned to the Bryce Hospital, Human Resources Department, 200 University Boulevard, Tuscaloosa, Alabama 35401 by **UNTIL FILLED** in order to be considered for this position. Indicate your Alabama nursing licensure number on your application as directed. Current nursing licensure must be presented for inspection at time of interview. **An official copy of your academic transcript from the university or college from which you received your nursing degree is required and must be forwarded by the college or university to the Human Resources Department at the above address.**

“Only work experience detailed on the application form will be considered. Additional sheets, if needed, should be in the same format as the application. Resumes will not be accepted in lieu of an official application.”

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